

LOWELL PUBLIC SCHOOL DISTRICT
LOWELL, MASSACHUSETTS

AN EQUAL OPPORTUNITY EMPLOYER

APPLICATION FOR INTERIM SUPERINTENDENT

JULY 1, 2023 - JUNE 30, 2024

Personal Information:

Name Robin Desmond Home Phone 978-856-7886
Address 133 Parkview Ave. Office Phone _____
Lowell MA 01852 Cell Phone 978-996-4992
city state zip
Email Address roradzik@hotmail.com
How may we contact you? ☐ at work ☐ at home ☒ by e-mail ☒ by cell phone

Certifications Held

Certification	State	
Superintendent/Asst. Superintendent	MA	#346968
School Business Administrator	MA	#346968
Principal/Asst. Principal	MA	#346968

Are you licensed as a superintendent in Massachusetts? ☒ YES ☐ NO

Are you eligible for licensure as a superintendent in Massachusetts? ☐ YES ☐ NO

If not, have you submitted an application for certification as a superintendent in Massachusetts? ☐ YES ☐ NO

Date of application: _____

Current School District Information:

Are you presently under contract to a school district? Yes
If yes, when does your contract expire? June 30, 2023
Name of District Lowell Public Schools
Position Chief Academic Officer

Academic and Professional Training:

High School(s), Colleges, Universities Attended	Location	Degree
University of Lowell	Lowell, MA	BS Business Admin.
University of Massachusetts Lowell	Lowell, MA	BA Psychology
University of Massachusetts Lowell	Lowell, MA	M.Ed
University of Massachusetts Lowell	Lowell, MA	M.B.A
University of Massachusetts Lowell	Lowell, MA	Ph.D (ABD)

Professional Experience:

No. Years	Dates From/To	Position	School District
4	7/19 to present	Chief Academic Officer	Lowell Public Schools
3	8/16 to 6/19	Assistant Superintendent	Lowell Public Schools
5	7/11 to 8/16	Principal C. W. Morey School	Lowell Public Schools
4	7/07 to 6/11	Asst. Principal C.W. Morey School	Lowell Public School
1	8/06 to 6/07	District Mathematics Specialist	Lowell Public Schools
6	8/00 to 7/06	Teacher	Lowell Public Schools
26	5/95 to present	Adjunct Professor	University of Massachusetts Lowell

Other Relevant Work Experience and Achievements:

Professionally developed administrative staff on Datawise protocols

Professionally developed staff on evaluating bias content in instructional materials

Worked with Instructional Leadership Teams at six schools to develop DESE approved turnaround plans

Write and oversee the implementation of competitive and allocation grants to include:IDEA 240, 262, 264, 254

Remote Learning Technology Essentials grant (led to the purchase and distribution of 12,000 Chromebooks 2020-21 school year)

Developed "ed camp" professional development for entire teaching staff to support remote instruction during pandemic

Memberships in Professional Organizations:

Association of Latino Administrators and Superintendents (ALAS)

Superintendent Leadership Academy (ALAS)

Massachusetts Association of School Superintendents (A.S.L.I.)

The School Superintendents Association (A.A.S.A.)

References:

Please list below the names and addresses of three persons who have knowledge of your professional competence and character, whom we may contact should you become a finalist.

Name Patricia Garcia Address Washington DC
Relationship ALAS SLA Phone Number 202-462-1111

Name Jill Davis Address Tyngsboro, MA
Relationship Superintendent Greater Lowell Phone Number 978-454-5411

Name Michael Marshall Address Lowell MA
Relationship Lowell Community Policing Phone Number 978-937-3200

Release of information:

Please check one box:

Upon request from the media, I ☐ do ☒ do not give permission to the school committee to release my resumé.

A complete application form includes the following:

- X 1. A completed and signed application form.
- X 2. An up-to-date resume.
- X 3. A copy of the candidate's Massachusetts superintendent license, or evidence that the candidate is eligible for licensure as a superintendent in Massachusetts and has submitted his/her application to the Department of Education.
- X 4. Evidence of highest degree earned (copy of diploma, license and/or certificate).

All application documents listed above must be received in the MASC office on or before **May 31, 2023** at 3:00pm.

Please note: MASC does not maintain an applicant file for use in future searches.

A new application and application materials listed are required for each search.

I understand that, under the requirements of the Massachusetts Open Meeting Law, should I become a finalist, certain facts of my application will become public information and that the school committee may request a copy of my transcripts.

Signature Robin Desmond

Date 5/30/23

Send all information to: **Lowell Public Schools Search**
c/o Glenn Koocher
MASC
One McKinley Square
Boston, Massachusetts 02109
Telephone: (617) 523 – 8454; (800) 392 – 6023
FAX: (617) 702 – 4111

Email all information to Ann-marie Martin: **amartin@masc.org**

For further information please contact Glenn Koocher at **gkoocher@masc.org** (617-733-0497)

Please do not contact school committee members or members of the school administration.

Office of the Registrar
220 Pawtucket Street, Suite 400
Lowell, MA 01854

Nicht: ... zu Hause

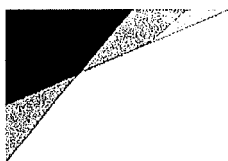
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Mal. T. Nguyen, Registrar
Page 1 of 2

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DR. ED CORA

Educational Leadership Consulting

May 22, 2023

Glenn Koocher
Massachusetts Association of School Committees
One McKinley Square, Boston, MA 02109

Letter of Recommendation – Ms. Robin Desmond

Dear Mr. Koocher,

This letter of recommendation is written on behalf of Ms. Robin Desmond, who is applying for the Interim Superintendent of Schools vacancy with the Lowell Public School District. Ms. Desmond participated in the 2022-23 *Superintendents Leadership Academy* (SLA) sponsored by the Association of Latino Administrators and Superintendents (ALAS). While serving as a co-instructor for the SLA Program, I had the privilege and honor of instructing and mentoring Ms. Desmond during the 2022-23 school year. As a ten-year veteran superintendent, I fully understand what it takes to be a successful school district administrator. I strongly recommend Ms. Desmond in her pursuit of serving as the Lowell Public Schools Interim Superintendent.

As noted above, Ms. Desmond was a student in the SLA program, which is designed for district level administrators who are interested in pursuing the challenging, yet very rewarding superintendency career path. Ms. Desmond was accepted into the program after being recommended and supported by her school district superintendent. During the yearlong SLA program, Ms. Desmond was assigned numerous leadership readings and multiple assignments which focused on her leadership skills. She was also responsible for completing a team assignment (*Problem of Practice*), which was a current issue faced in a school district. Ms. Desmond and her teammates needed to analyze, plan, and propose a solid strategy to resolve and remediate a district issue. Ms. Desmond and her team did an excellent job completing and presenting resolutions for the Problem of Practice.

Ms. Desmond has the attitude and devotion needed to be an effective leader. She was required to work with all participants during the SLA program and always displayed a positive attitude and did a good job of communicating with her peers. She has a very pleasant and friendly demeanor and is easygoing, which are traits well suited for working with any individual she encounters. Ms. Desmond was committed to SLA and made several personal sacrifices to attend sessions held in cities throughout the United States. She demonstrated a strong commitment to the program as well as the assignments which have assisted her to grow as a leader.

Professionally, I have found Ms. Desmond to be extremely knowledgeable and willing to go the extra mile to get the job done. She strives to exceed expectations and will be seen as a lead-by-example district superintendent. Ms. Desmond's work ethic and commitment are clearly observed by those who work with her. She has a desire to continue making a positive difference in the lives of students, staff, parents, and the community. Serving as the district's superintendent will provide her an opportunity to continue making a meaningful districtwide impact.

In closing, I fully support Ms. Desmond in her effort to serve as the Lowell Public Schools Interim Superintendent. If provided with the opportunity, I am certain she will devote the time needed and will lead with a moral compass, while providing all stakeholders opportunities for input. I am certain she will work closely with the school board to ensure the district continues moving toward meeting its goals for students. Her skills, work ethic, and attitude will be appreciated by all.

If I may be of further assistance regarding Ms. Desmond's qualifications, please contact me.

Respectfully,

A handwritten signature in black ink that reads "Ed Cora". The signature is written in a cursive, flowing style.

Ed Cora, Ed.D.
Retired Superintendent
Co-Facilitator, ALAS Superintendents Leadership Academy
edcora.consulting@gmail.com

Mary Ann Jackman
51 Gifford Way Duxbury, Massachusetts 02332
781-706-2905 majackman@me.com

May 6, 2023

To Whom It May Concern:

Re: Robin Desmond

During the time period of 2016-2020, Lowell Public Schools was eligible for assistance from the MA Department of Elementary and Secondary Education [DESE]. While I am now retired as the Superintendent of Hanover MA Public Schools and after that, as the Director of the MA DESE Coastal Statewide System of Support [SSoS], I would like to share the experience my team and I had working with Lowell Public Schools, in particular, with Assistant Superintendent/Chief Academic Officer Robin Desmond.

An effective school system is grounded in well-implemented policies, systems, and practices, what DESE defines as strong leadership, curriculum/instruction, assessment, resources/professional development, student support, and fiscal/asset management. Robin Desmond is a knowledgeable, experienced, and data-informed educator devoted to implementing policies, systems, and practices that ensure that all students have equitable access to well-developed curricula and are lead and taught by highly qualified staff.

During the time the SSoS team and I partnered with Lowell Public Schools, Robin was designated to provide leadership and work side by side with us. The work went on at the district level with ongoing professional development for all district and school administrators; professional development that provided experiences designed to enhance the capacity of all to work collaboratively and build on what was in place to continue work to ensure that all children have equitable access to culturally responsive instruction and supports. At the school level, instructional leadership teams were established and empowered, data was used effectively, and sustainable improvement plans were developed and progress monitored.

While this is a global description of the work that occurred, epitomizing the scope, intensity and focus, it was the attention to detail, the level of energy employed at the district and school level, shared responsibility and accountability, and the strategic use of data, resources and funds that lead to improved opportunities for students and their teachers. A hallmark of leadership, such as that which Robin exemplifies, is what DESE describes as the ability to build, "a culture of collaboration, trust, accountability, and joint responsibility for student learning among administrators, teachers, and other staff members."

Sincerely,



Mary Ann Jackman



LOWELL PUBLIC SCHOOLS
Henry J. Mroz Administration Office
155 Merrimack Street
Lowell, Massachusetts 01852

Carolyn Rocheleau Feeney
Special Programs Coordinator

Tel: (978) 674-2053
Fax: (978) 674-2141
email: crocheleau@lowell.k12.ma.us

May 5, 2023

To Whom It May Concern:

I am providing this letter to demonstrate my unequivocal support for Robin Desmond to serve the Lowell Public Schools as an Interim Superintendent. In my role as Coordinator of Special Programs I have been supervised by Ms. Desmond for the past 4 years but have worked closely with Robin for many years in her roles as teacher, Math Coach, Building Principal, and currently as the Chief Academic Officer.

In my 25 years working for the Lowell Public Schools, I have worked for seven different superintendents. Each time the district leadership transitions I have found the process often disrupts the work of schools as new staff are hired and new initiatives are prioritized.

Robin Desmond offers the district the opportunity for stability while Lowell searches for a permanent Superintendent. Robin lives in Lowell and had worked for the LPS in multiple roles for nearly 30 years. Robin is a tireless worker, her commitment to the district is unquestionable. In her current role as Chief Academic Officer, Robin oversees the Office of Teaching and Learning (ELL, Math, Science, ELA, Special Programs), the Special Education Department, the Technology/IT Department and all mental health services/SEL programming- not an easy workload but Robin takes it in stride.

As a former Principal, Robin already has an understanding of how schools operate at the building level in our city. As the current Chief Academic Officer, she brings her experience to the district level and supports all school to provide high quality instruction. Robin is particularly strong in data analysis, grant writing and management, technology, and is an expert in curriculum development. Her experience as a building principal informs both her decision making and the manner in which she prioritizes the critical need to support student learning.

As a district level coordinator who is currently supervised by Robin, I find her to be a clear communicator, she is approachable and willing to listen to suggestions and new ideas. Robin also grounds her decision making in data and I know that I must have solid data or justification to bring in a new program or to make changes that impact schools, students and families.

As a current LPS administrator, I would urge the selection committee to seriously consider the need of the district to have stable leadership through this transition. Please feel free to reach out if you have further questions or would like more information.

Sincerely,


Carolyn Rocheleau

133 Parkview Ave.
Lowell, MA
(978) 996-4992
roradzik@hotmail.com

ROBIN DESMOND

PROFILE Hardworking and reliable educational leader with strong leadership qualities focused on realizing goals. Highly organized, proactive, and punctual with team-oriented mentality. Provides vision and enthusiasm to achieve targets and objectives.

EXPERIENCE **CHIEF ACADEMIC OFFICER**

LOWELL PUBLIC SCHOOLS, LOWELL, MA

2019 -Present

- Develop and implement instructional programs for K-12 in all content areas to include mathematics, English language arts, science, social studies, instructional technology, English learners, CVTE and social emotional learning.
- Author reports outlining instructional program accomplishments, statistics, and performance data.
- Oversee the English as a Second Language department to include initial language screenings.
- Oversee the Special Education department which services to 2,500+ students.
- Oversee Information Technology department to include software, networking, hardware, and trouble-shooting support for the organization.
- Oversee afterschool and summer school programs.
- Develop, implement and assess professional development content by evaluating staff and organizational needs in compliance with Department of Elementary and Secondary Education requirements.
- Plan academic programs and set ambitious program goals to establish targets for achievement.
- Plan and implement components of the strategic plan.
- Collaborate with team of school leaders and district level staff to develop new opportunities and school improvement measures for 28 schools.
- Redesign secondary education and the portfolio of opportunities for students and families.
- Secure and manage grants to support all aspects of the organization.

ASSISTANT SUPERINTENDENT OF CURRICULUM, INSTRUCTION AND ASSESSMENT

LOWELL PUBLIC SCHOOLS, LOWELL, MA

2016 -2019

- Develop and implement instructional programs for all content areas to include mathematics, English language arts, science, social studies, English as a second language and social emotional learning.
- Author reports outlining instructional program accomplishments, statistics, and performance data.

- Support six underperforming schools in the development and implementation of DESI approved turnaround plans
- Procure materials, equipment and services to align with program objectives and budget.
- Secure grant funds to support all aspects of the curriculum office and turnaround work.
- Plan academic programming and set ambitious program goals to establish targets for high expectations and student achievement.
- Work closely with building leaders and curriculum coordinators to develop new opportunities and improvement measures for 28 schools.

PRINCIPAL CHARLES W. MOREY SCHOOL

LOWELL PUBLIC SCHOOLS, LOWELL, MA

2011 -2016

- Evaluated and provided feedback on teacher instructional techniques as part of annual evaluation cycle.
- Monitored and evaluated performance of school non-teacher employees.
- Facilitated staff meetings to convey school improvement strategies, policy changes and hear employee feedback.
- Managed school administration operations and organized teacher schedules, class rosters and class orientation sessions.
- Secure educational grants to support improved outcomes for students.
- Managed student health, counseling, and psychological services.
- Presented resources and opportunities to teaching staff for further professional development and curriculum training courses.
- Collaborated with various departments to support and establish programs, lessons, and student activities.
- Developed and implemented standards for student academic achievement aligned with district, state, and local initiatives.
- Reviewed standardized test results to assess student progress and academic performance.

ADJUNCT PROFESSOR

UNIVERSITY OF MASSACHUSETTS LOWELL

1995 -present

- Develop and instruct Information Systems classes for the mathematics department.
- Developed and implemented first online courses in 1998 for Continue Education Dept.
- Provide regular and effective feedback to students regarding improvements in the content area.
- Conduct research in advancements in the field of information technology.
- Stay abreast of the latest developments and innovations in the field of information technology.

EDUCATION	<p>PRESENT</p> <p>PH.D CANDIDATE ABD (EXPECTED GRADUATION DEC 2023)</p> <p>UNIVERSITY OF MASSACHUSETTS LOWELL</p> <p>1999</p> <p>MBA</p> <p>UNIVERSITY OF MASSACHUSETTS LOWELL</p> <p>1996</p> <p>MASTER OF EDUCATION</p> <p>UNIVERSITY OF MASSACHUSETTS LOWELL</p> <p>1995</p> <p>BACHELOR OF ARTS</p> <p>UNIVERSITY OF MASSACHUSETTS LOWELL</p> <p>1994</p> <p>BACHELOR OF SCIENCE</p> <p>UNIVERSITY OF MASSACHUSETTS LOWELL</p>
CERTIFICATIONS	<p>MA DESE LICENSE # 346968</p> <p>PRINCIPAL/ASST. PRINCIPAL – PREK-6, 5-9 & 9-12</p> <p>SUPERINTENDENT/ASST. SUPERINTENDENT – ALL LEVELS</p> <p>SCHOOL BUSINESS ADMINISTRATOR – ALL LEVELS</p>

PROFESSIONAL DEVELOPMENT	DATA DRIVEN DECISION MAKING
PRESENTATIONS	<p>IMPLEMENTING DATAWISE PROTOCOLS</p> <p>EFFECTIVE TEACHER EVALUATION AND FEEDBACK</p> <p>CURRICULUM ALIGNMENT AND DATA CYCLES</p> <p>IMPLEMENTING UNIVERSAL DESIGN FOR LEARNING</p> <p>INTEGRATION OF TECHNOLOGY IN TEACHING AND LEARNING</p> <p>DEVELOPING CULTURALLY PROFICIENT EDUCATIONAL ENVIRONMENTS</p>
GRANTS	<p>EMERGENCY CONNECTIVITY FUND</p> <p>DESE TARGETED ASSISTANCE</p> <p>MASSGRAD</p> <p>REMOTE LEARNING TECHNOLOGY ESSENTIALS</p> <p>IDEA - 240, 262, 252, 264</p> <p>AFTER DARK COLLABORATION WITH GLTHS</p> <p>ACCELERATION ACADEMIES</p>

UNOFFICIAL LICENSE INFORMATION

Robin Desmond
133 Parkview Ave.
Lowell, MA 01852

Educator: Robin A Desmond
MEPID: 50383722

License #: ****346968
Original Certification Date: 01/05/1998

This license information was generated by the educator from the Department's electronic licensure file, ELAR. It should not be taken as proof of current licensure or as an official record. The Department advises that verification of this information via ELAR is always necessary.

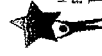
FIELD(LEVEL)	CATEGORY	APPLICATION TYPE	ISSUE DATE	EXPIRATION DATE
Elementary (1-6)	ACADEMIC	Initial	04/02/01	**
Super/Dir Non-Core (Level depends on prereq license)	ACADEMIC	Initial	04/16/21	**
Bus/Spec (5-12)	ACADEMIC	Initial	04/02/01	**
Library Media Specialist (All Levels)	ACADEMIC	Initial	08/29/01	**
Principal/Assistant Principal (9-12)	ACADEMIC	Initial	06/24/04	**
*Principal/Assistant Principal (PreK-6)	ACADEMIC	Professional	03/01/12	05/22/22
Principal/Assistant Principal (5-9)	ACADEMIC	Initial	05/05/03	**
School Business Administrator (All Levels)	ACADEMIC	Initial	04/20/21	**
Superintendent/Assistant Superintendent (All Levels)	ACADEMIC	Professional	04/16/21	04/15/26
Instructional Technology Specialist (All Levels)	ACADEMIC	Initial	04/02/01	**
SEL-Admin (Level depends on prereq license)	ACADEMIC	Endorsement	07/07/15	***

* Primary Area

** Valid for five (5) years of employment.

*** Due to varying requirements, please pay attention to the specific requirements for the potential of renewing an endorsement.

Please contact the Department of Elementary and Secondary Education customer service at 978-334-6600. If your license information above is incorrect or incomplete.



Massachusetts Department of
ELEMENTARY & SECONDARY
EDUCATION

Robin Desmond

978-996-4992 | roradzik@hotmail.com

May 30, 2023

Dear School Committee,

As a highly accomplished Chief Academic Officer of the Lowell Public School District with a strong track record of success in leading educational institutions, I am writing to express my keen interest in the position of Interim Superintendent of Schools. With over 18 years of experience in educational leadership, I have been instrumental in driving academic excellence, promoting student success, and implementing innovative strategies to improve instructional quality and educational opportunities for students. My proven ability to build collaborative relationships with stakeholders, develop and implement strategic initiatives, and lead high-performing teams has resulted in improvements in student achievement and school performance. I am passionate about creating equitable educational opportunities for all students, fostering a positive and inclusive culture, and implementing data-driven decision-making. As Interim Superintendent, I am committed to leading with integrity, ensuring fiscal responsibility, and advocating for the needs of students, staff, and the community.

In my role of Chief Academic Officer, I am responsible for curriculum, instruction and assessments for kindergarten through grade 12, information/instructional technology, special education, mental health and social emotional learning, fine arts, athletics, CVTE programming, Multilingual Learners, high school redesign, and before and after school programming. Having a deep understanding of the aforementioned, I am a unique candidate. For example, overseeing a special education department serving over 2,800 students with Individual Education Plans, I possess a strong knowledge of the laws and regulations related to providing students' access to free appropriate public education. In addition, I am responsible for the Multilingual Learners Department (MLL) which in the past few years has doubled in size, now serving 4,000 MLLs. This year, I have overseen the creation of a Mental Health Department supporting K-9 SEL curriculum and assessments which has been a critical element following the pandemic. As a certified School Business Administrator, who holds a M.B.A., I possess strong budgeting knowledge which will be critical as we move closer to the expiration of ESSER funding.

My leadership style is grounded in best practices in teaching and learning, academic rigor, collaboration, shared leadership, equity, and health and wellness for both students and staff. As it is a pleasure to work with teachers and students, I embrace any occasion to be in a classroom. Open communication with, and accessibility to, staff, families, and stakeholders is paramount. I welcome the opportunity to meet with the Committee to share more about my leadership style, educational philosophy, and commitment to supporting our students, staff, parents and stakeholders. I am excited about the opportunity to contribute my expertise, leadership, and vision to our district and continue to make a meaningful impact on student learning and success.

Sincerely,



Robin Desmond